

are no organizational barriers or arbitrary time periods before an associate can be considered for partnership.

Alternative Work Schedules—Decided on a case-by-case basis. Currently, we have several part-time lawyers.

Pro Bono—The firm encourages all lawyers to participate in *pro bono* activities and provides support through the use of firm facilities and staff. We are sponsors of the New York Lawyers for the Public Interest and the Lawyers Alliance for New York. We also participate in the Volunteer Attorneys Program of the office of the Appellate Defender, handling criminal appeals on behalf of individual defendants, as well as the City of New York Law Department's Public Service Program, representing the City in civil cases. Associates are given full "billable hour" credit for their *pro bono* work.

Comprehensive Benefits

- Medical coverage
- Life Insurance
- Disability
- 401 (k) retirement savings plan
- Maternity Leave

Other Benefits

- Bar review course and bar exam fees
- Patent bar review course and exam fees
- Bar Association dues
- CLE seminar tuitions
- Four weeks paid vacation
- Associate Referral Program
- Employee Assistance Program
- TransitCheck Program

CLE

The Firm has a membership with the Practising Law Institute (PLI) that allows all New York attorneys to attend any PLI courses for no additional charge. We purchased the membership to provide a convenient and cost-effective vehicle for attorneys to fulfill their CLE requirements. Other CLE courses may also be paid for by the Firm, on a case-by-case basis.

Each attorney is responsible to ensure he or she is in compliance with the MCLE requirements. Each attorney is also responsible to maintain his or her own records.

[Home](#) | [The Firm](#) | [Attorneys](#) | [Practice Areas](#) | [Clients & Cases](#) | [News & Press](#) | [Publications & Events](#) | [Careers](#)

New York (212) 218-2100 | California (714) 540-8700 | Washington, D.C. (202) 530-1010

© Copyright 2000 - 2004 Fitzpatrick, Cella, Harper & Scinto. All Rights Reserved. | [Disclaimer](#)